MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

BIR7104 - INDUSTRIAL RELATIONS

(MBA Full Time)

4 JUNE 2018
9.00 a.m – 12.00 p.m
(3 Hours)

INSTRUCTION TO STUDENTS

1. This Question paper consists of **THREE (3)** pages including cover page.
2. Answer **ALL FOUR (4)** questions.
3. Marks for each of the questions are given.
4. Please write your answers in the **Answer Booklet** provided.

QUESTION 1

Discuss the preparation for negotiations in a collective bargaining process and briefly explain the legal aspects of collective bargaining.

(Total Marks: 25 marks)

QUESTION 2

Sally is a member of a trade union in her company. Recently the trade union invited the company to commence collective bargaining with the view of concluding a collective agreement. The trade union came up with a list of proposals containing terms and conditions of work they would like to be included in the collective agreement. Unfortunately, the proposals were rejected by the management and instead they were asking the union to accept their terms, which on most part were unfair to the workers. Consequently, both parties failed to come to a compromise. Several union members suggested that the union should take industrial action to solve the trade disputes. They were suggesting that the union either stage a picket, or a strike. The union has approached you, and Industrial Relation consultant to seek your advice. Advise Sally and her fellow union members on the following matters:

(a) The union eventually agreed to stage a strike. Advise them the requirements that must be fulfilled before a strike could be called.
(15 marks)

(b) Explain the differences between picket and strike as a form of industrial strike actions.
(10 marks)

(Total 25 Marks)

QUESTION 3

John is a manager working at Ez-Do Sdn Bhd earning a salary of RM1,800 a month. A colleague, Angelina, has made a complaint to the Human Resource Manager that John molested her in the store-room. The Human Resource Manager viewed this is a serious matter. He immediately reported this matter to the management with a recommendation for his dismissal. John was immediately dismissed from work. Advise John as to his legal position.

(Total 25 Marks)

Continued...

QUESTION 4

Write an essay on the registration requirements of a Trade Union in accordance with the Trade Union Act 1959 of Malaysia. Briefly explain under what circumstances the Director-General of Trade Union has the powers to de-register a union.

(Total Marks: 25 marks)

End of Paper